



Name :

Roll No. :

Invigilator's Signature :

CS/BHM/SEM-5/HM-512/2009-10

2009

**HUMAN RESOURCE PLANNING &
DEVELOPMENT**

Time Allotted : 3 Hours

Full Marks : 70

The figures in the margin indicate full marks.

*Candidates are required to give their answers in their own words
as far as practicable.*

GROUP – A

(Multiple Choice Type Questions)

1. Choose the correct alternatives for the following : $10 \times 1 = 10$

i) Human resource supply forecasting is a part of

- a) job evaluation
- b) human resource planning
- c) job analysis
- d) human resource information system.

ii) Job description is one of the outputs of

- a) Job evaluation
- b) Job analysis
- c) HR accounting
- d) HR audit.

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- iii) Compensation package is based on
 - a) Job evaluation
 - b) Job analysis
 - c) HR accounting
 - d) HR information system.
- iv) Task analysis is done to
 - a) reduce the number of employees
 - b) reward the employees
 - c) identify the task and skill involved in a job
 - d) rotation of employees.
- v) HRD strategy is
 - a) reactive
 - b) proactive
 - c) parochial
 - d) staff activity.
- vi) Human Resource Accounting is a part of
 - a) planning
 - b) coordinating
 - c) controlling
 - d) optimisation.
- vii) HRD is
 - a) a systems approach
 - b) same as personnel management
 - c) only training and development
 - d) organisation development.



- viii) Succession planning is based on
- a) potential appraisal only
 - b) performance appraisal and potential appraisal
 - c) performance appraisal only
 - d) none of these.
- ix) Markov Analysis is used in
- a) HR Demand Forecasting
 - b) HR Supply Forecasting
 - c) HR Demand Supply Gap analysis
 - d) none of these.
- x) HRIS is an example of
- a) Executive Information System
 - b) Transaction Processing System
 - c) Expert System
 - d) Artificially Intelligent System.

GROUP - B
(Short Answer Type Questions)

Answer any *three* of the following. 3 × 5 = 15

2. Bring out the differences between job analysis and job evaluation.
3. Write a note on Human Resource Accounting.
4. Point out the different methods of HR Demand Forecasting.
5. Write a short note on supply forecasting.
6. Write a short note on promotion and transfers.

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GROUP – C
(Long Answer Type Questions)

Answer any *three* of the following.

3 × 15 = 45

7. Discuss about the process of HRP.
8. Point out the emerging trends in HRD with special reference to service industry.
9. a) Enumerate the different ways of forming an HRD department in Service Industry.

b) Describe the various components on HRIS.
10. Write a note on Skill Inventory.
11. Write what you know about Interview as recruitment process.

